

CONFIDENCE

7

KNOW-HOW

Skills, skills and more skills



ALL COMPETENT!

We are all **professionals**. We trust one another because we know we are all good at our jobs. We all have skills (**knowledge**) that we know how to use (**know-how**) in our own ways (**life-skills**). Our knowledge is organic! It requires constant nourishment! Let's make sure we **keep learning**, discuss with our colleagues to keep it up to the mark, and participate in **internal events!** **Let's work at 150%.**

8

DELEGATION

Sharing the job



DELEGATING MEANS SHARING, ADVANCING AND SUCCEEDING TOGETHER.

At CLS, we all have to delegate our **responsibilities**. **"I trust you."** Of course, this doesn't mean we only delegate the tasks that we don't want to do or the most time-consuming. When we delegate, we need to make sure that the colleague concerned can and **wants** to take charge of the mission assigned to them. **They will be that much prouder that they are contributing.**

9

COOPERATION

We're a team!



YOU MAY GO FASTER ALONE, BUT WE GO MUCH FURTHER TOGETHER!

Cooperating means **acting together** with a common objective in an organised and synchronised manner. Cooperating means working as a team, making compromises, sometimes accepting a **change in direction**, **sharing** the information so that everyone is "on the same page", helping one another, working in **project mode**.

10

ANTICIPATION

Have you thought of ...?



WHEN WE ANTICIPATE, EVERYONE WINS!

Anticipating means having a **vision** in the short, medium and long term. It means considering different scenarios, applying an **intelligent approach to each situation** (being able to react instantly because we've already thought about the various contingencies). Anticipating means having consideration for the work and the workload of everyone involved. **Anticipation is the cornerstone of an organised, efficient and serene working life!**

11

INNOVATION

... and there was light!



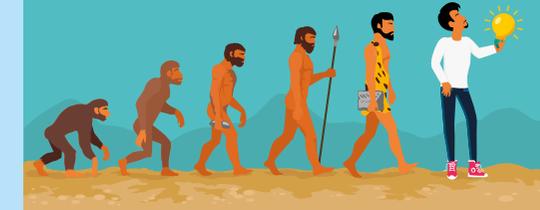
LET'S WORK IN START-UP MODE!

We must be able to observe and find the right solutions. We must give free rein to the creativity that has always marked us out and preserve **the inventiveness** of the early years of CLS. We must always be prepared to suggest new solutions. We can take our ideas further thanks to our collective intelligence, **by working together with continual discussions and constant creativity!**

12

ADAPTATION

Adapting means advancing



LET US BE FLEXIBLE AND OPEN-MINDED

Changes in methods and the markets we serve mean that we need to find other ways of working, new values and sometimes changes in our roles. What can we do about it? To adapt, we first need to understand. We must be **open-minded** and proactive when it comes to change. In order to evolve we need to seize these opportunities to stimulate our **creative powers** and be innovative. **Adapting will be beneficial for every one of us.**



LIVING OUR VALUES DAILY

Our 3 values and 12 corresponding approaches



COMMITMENT

1

PASSION

In CLS we trust

I ♥ MY JOB



PASSIONATELY

We are lucky enough to work for noble causes:

- **protecting the planet**, (its biodiversity and its populations);
- in high-tech areas (space, big data, connected objects)
- unravelling the mysteries of our Earth (observation of the oceans, animals, ice)
- with the possibility of making our world a little better.

We should be proud, motivated and always striving to do our very best. Let's undertake and strive constantly to find the best solutions, always seeking to do even better. Let us take care of our customers and of our colleagues, welcome their ideas with an open mind and real enthusiasm.

2

RESPONSABILITY

« Anything that increases freedom increases responsibility »

Victor Hugo



RESPONSIBLE!

With regard to our colleagues, our partners and our customers let us be responsible **for our actions** and **our decisions**, and act **ethically** at all times. We must avoid any unfair practices and not impose any objectives that are contrary to the values and commitments of the Group.

We should always be prepared to accept the consequences of our acts without blaming others. We must act responsibly when using any media, including social networks. **We must defend** our decisions and have the **courage** to learn lessons from our mistakes.

3

RESPECT

Just a little bit



IT TAKES PRACTICE!

"Respect" means respect for oneself, for others and for one's own commitments. It requires consideration for and attention to all our employees, customers and partners. We must always be **honest** and **impartial**, prefer short meetings, use emails sensibly, set realistic deadlines, define priorities and not give way to the idea that "everything's urgent" and, finally, show by our behaviour that we **keep our promises**.

4

EXEMPLARITY

This way!



SET AN EXAMPLE!

We must be **responsible, sincere** and **fair**. The different levels within the company must learn to **trust** one another on a day-to-day basis. The **rigour** we apply to our work must impress others. Let us be exemplary to inspire others and win their **respect**. We need to share both our successes and our failures. Together we can build a company with **humanist** values – let's set an **example!**

CONFIDENCE

5

RELIABILITY

I say what I do and I do what I say



BE CREDIBLE IN THE EYES OF OTHERS BY KEEPING OUR PROMISES AND FULFILLING OUR COMMITMENTS

This means *making* promises, to our colleagues, our customers and our partners. We must always deliver **accurate** work within the agreed deadlines while complying with specifications and established procedures.

We must be **organised**, and take decisions **carefully**.

6

TRANSPARENCY

No hiding-place



INFORM YOURSELF AND HELP OTHERS UNDERSTAND AS WELL

Openly sharing our knowledge is one of the keys to working together efficiently. **Knowledge transfer** is a duty. Transparency must serve the company's objectives, must enable everyone to know what their duties are, and what they can aspire to within the company. So let us ensure every day that **everyone has access to the information they need, at the right time!**